

## Upcoming Events

### April 2023

**Limb Loss Awareness Month**

[Minority Health Month](#)

[Sexual Assault Awareness and Prevention Month](#)

**Deaf History Month**

March 15-April 15

[Ramadan](#)

March 22-April 21

[World Autism Awareness Day](#)

April 2

[Pan American Week/Day](#)

April 10-16/April 14

[Days of Remembrance/Holocaust Remembrance Day](#)

April 16-April 23/April 18

**VA Holocaust Remembrance Program**

April 18; 9:30-11:30 am (virtual)

[Federal Inter-Agency Holocaust Remembrance Program](#)

April 18; 11:30 am-1 pm (virtual)

[DIVAC Quarterly Meeting](#)

April 19; 1-3 pm

**National Day of Silence**

April 23

## ORMDI

### Steps Toward Conflict Resolution

You can contact ORMDI toll-free at 1-888-566-3982 (TDD/TTY, dial 711 before providing this number) and speak with a specialist regarding equal employment opportunity (EEO) complaint processing or harassment prevention. You must initiate contact with an EEO counselor within 45 days of the date of the alleged act of discrimination by calling 1-888-566-3982 or visiting your local ORMDI Field Office. The harassment prevention procedures do not affect rights under the EEO complaint process. Harassment should be reported immediately to a manager or supervisor, Harassment Prevention Coordinator, or the Harassment Prevention Program. For Alternative Dispute Resolution (ADR) services, email the Office of the Chief Human Capital Officer [ADR team](#).

## Commemorate

### Days of Remembrance/Holocaust Remembrance Day

VA commemorates Yom HaShoah, Holocaust Remembrance Day, on Tuesday, April 18, 2023, and Days of Remembrance which runs from the Sunday before Yom HaShoah through the following Sunday in the United States.

“The internationally recognized date for Holocaust Remembrance Day corresponds to the 27th day of Nisan on the Hebrew calendar. It marks the anniversary of the Warsaw ghetto uprising” (United States Holocaust Memorial Museum, [Remembrance Day Calendar](#)).

“The Warsaw ghetto was the largest Jewish ghetto in German-occupied Europe. Established by the Germans in October 1940, and sealed that November, the ghetto housed approximately 400,000 Jews...On April 19, 1943, the Warsaw ghetto uprising began after German troops and police entered the ghetto to deport its surviving inhabitants. Jewish insurgents inside the ghetto resisted these efforts. This was the largest uprising by Jews during World War II and the first significant urban revolt against German occupation in Europe. By May 16, 1943, the Germans had crushed the uprising and deported surviving ghetto residents to concentration camps and killing centers” (United States Holocaust Memorial Museum, [Warsaw Ghetto Uprising](#)).

VA will remember and honor the millions of lives lost to Nazi persecution during World War II with a virtual event, “Never Forget, Never Again”, on April 18 from 9:30 to 11:30 am (EST). Visit the I\*DEA Intranet for updates and for the virtual event link to the VA Holocaust Remembrance Program.

The 30th Annual Federal Inter-Agency Holocaust Remembrance Program, “Rays of Hope”, will also be held virtually on April 18 from 11:30 am to 1 pm (EST). The program will feature two Holocaust survivors, Peter Gorog and Manny Mandel, both of the Washington, D.C. area and volunteers at the United States Holocaust Memorial Museum. Eli Rosenbaum, Counselor for War Crimes Accountability and Director of Human Rights Enforcement Strategy and Policy, U.S. Department of Justice, will moderate the program. Dereck J. Hogan, Principal Deputy Assistant Secretary, Bureau of European and Eurasian Affairs, who oversees the Special Envoy for Holocaust Issues at the U.S. Department of State, will provide remarks.

Visit the [Federal Inter-Agency Holocaust Remembrance Program](#) to watch virtually.





NEVER  
FORGET  
NEVER  
AGAIN

יום השואה

YOM HASHOAH 2023

## Holocaust Remembrance Day

Today, we remember the systemic persecution and murder of six million innocent Jews—along with millions of Roma, disabled, LGBTQ+ and other victims—at the hands of the Nazi regime during the Second World War.

Please join the U.S. Department of Veterans Affairs as we pause to reflect on the atrocities of the past, pledge to carry the flame of remembrance into the future, and commit to working together to build a better tomorrow.



I\*DEA





DAS Johnson

## Message from the DAS

Harvey Johnson, Deputy Assistant Secretary for Resolution Management, Diversity and Inclusion

Last month Secretary Denis McDonough announced a change to VA's mission statement which had not been updated since 1959. VA's new mission statement is: "To fulfill President Lincoln's promise to care for those who have served in our nation's military and for their families, caregivers, and survivors." Over the coming months, this new mission statement will replace the previous version throughout VA facilities.

"This statement is inclusive of all those who have served in our nation's military — including women Veterans — as well as Veteran families, caregivers, and survivors. VA currently serves more than 600,000 women Veterans, the fastest growing cohort of Veterans" ([VA News](#)).

I am proud to be a part of an organization that continues to work toward inclusion! Whenever any Veteran, family member, caregiver or survivor enters a VA building, they will know that they are a part of our mission statement displayed at that facility.

## Eleventh Annual Secretary's Diversity and Inclusion Excellence Awards

### Nomination Period Now Open

Nominations are now being accepted for the Eleventh Annual Secretary's Diversity and Inclusion Excellence Awards! These awards recognize exemplary contributions by VA managers/supervisors, employees and teams who work to create a diverse VA workforce, cultivate an inclusive and engaged workplace, and provide outstanding customer service.

For more information, visit the [Diversity and Inclusion Excellence Awards webpage](#) on the Office of Resolution Management, Diversity and Inclusion website.



## Government-wide DEIA

### Inaugural Report Released by OPM

The Office of Personnel Management (OPM) released its inaugural report on diversity, equity, inclusion and accessibility (DEIA) — [Government-Wide DEIA: Our Progress and Path Forward to Building a Better Workforce for the American People](#). The report highlights accomplishments aligned with the [Government-wide Strategic Plan to Advance DEIA in the Federal Workforce](#) and preview priorities for 2023 consistent with [Executive Order \(EO\) 14035](#).

"Whether you want to cure diseases, protect and preserve our national parks, combat climate change, or embark on missions to discover new galaxies, the Federal government is full of opportunity for the best and brightest to serve our country," said OPM Director Kiran Ahuja. "In order to recruit and sustain the best talent, we must ensure every service-minded individual feels welcome and supported in contributing their talents to the Federal workforce. This inaugural report highlights progress made to advance diversity, equity, inclusion, and accessibility in the workplace, and we look forward to continuing the work to break down barriers to serve and help build a Federal government that draws from the strength and diversity of its people."

Since EO 14035 was released, OPM and partnering agencies have worked on programs and initiatives to begin addressing the Government-wide DEIA Strategic Plan priorities.

"We are proud of the work we have accomplished but also know there are opportunities for improvement and sustainability," said Government-wide Chief Diversity Officer Dr. Janice Underwood. "We are committed to implementing EO 14035 by cultivating a workforce that draws from the full diversity of the nation and improving the daily operations of the Federal government with DEIA principles."

Visit the [Office of Personnel Management's Diversity, Equity, Inclusion and Accessibility website](#) for more information.

## Commemorate

### Deaf History Month

VA joins the Nation in commemorating Deaf History Month from March 13 to April 15. This observance recognizes individuals who are deaf or hard of hearing and promotes awareness of American deaf history and culture.

There are several resources available to accommodate deaf or hard of hearing employees. Three popular accommodations are Sign Language Interpretation, Closed Captioning and use of Computer Access Realtime Translation Services. Deciding which resource is the most effective accommodation for the employee will depend on the functional limitations of the employee. The interactive process which should occur between the reasonable accommodation coordinator, the employee and the manager when determining the most effective accommodation for the deaf or hard of hearing employee. One of the key resources available to assist supervisors and managers in determining the effective accommodation for a deaf or hard of hearing employee is the [Job Accommodation Network](#).

Visit the [Reasonable Accommodation and Personal Assistance Services for Employees and Applicants with Disabilities](#) webpage on the Office of Resolution Management, Diversity and Inclusion website for more information.

### Sexual Assault Awareness and Prevention Month

Sexual Assault Awareness Month, or SAAM, is observed every April to raise awareness about sexual violence and educate communities about preventing sexual harassment and assault. During SAAM, VA redoubles its year-round efforts to increase public awareness of military sexual trauma (MST), MST's impact on survivors, and VA's free MST-related services and support. For MST survivors, it can be tremendously healing and validating to hear that someone else acknowledges the trauma that they experienced, recognizes the effects this trauma can have, and believes in their ability to heal.

For more information and explore VA's services for MST survivors, visit [VA's Mental Health Military Sexual Trauma website](#).

## Million Veteran Program

### Research Underway to Better Understand and Address Specific Needs of Women Veterans

Historically, women have been underrepresented in biological and medical research. This makes it difficult to ensure new treatments, screenings and other medical breakthroughs work just as well for women as they do for men.

VA's Million Veteran Program (MVP) is working to change that. MVP is one of the largest health research programs in the world and studies how genes, lifestyle, military experiences and exposures affect Veterans' health and wellness.

For more information visit [VA's Million Veteran Program](#).

## VHA's Dignity and Respect Campaign

### "Sweat the Small Stuff"

In February, the Veterans Health Administration (VHA) Office of Diversity, Equity and Inclusion and Assault and Harassment Prevention Office (ODEI/AHPO) launched via SharePoint the Dignity and Respect Campaign to educate employees on the importance of treating others with dignity and respect.

The campaign promotes seven pillars that will be introduced at the beginning of each month. Introduced in March, the second pillar is "Sweat the Small Stuff". Some of the topics covered under this pillar include psychological safety, microaggressions and civility in the workplace. When you "Sweat the Small Stuff", you then become mindful of how you respond to others and are responsible for your words and actions. Small details that you may have glanced over could mean a lot to someone on your team, staff or committee.

VHA ODEI/AHPO encourages everyone to get involved with the campaign and facility leaders to adapt the principles in ways that work best in their respective facilities. For the Dignity and Respect SharePoint address to access articles, videos and various other resources that can be utilized within your facilities to promote dignity and respect, contact Mr. Richard Oxendine, VHA ODEI.

# Training

## The Audacity to Fail Podcast

The Audacity to Fail Podcast: misStepping Into Success focuses on discovering leadership wisdom through experiences with failures and missteps. The podcast dives into conversations and stories from leaders as they share that failure activates a growth mindset, is an important part of learning, and motivation for improvement! On this episode of Consultant Connection, Dr. Shari Dade takes time to slow down and dive into the world of coaching with Dr. Scott Muhs. Dr. Muhs is a versatile leader and organizational development psychologist whose purpose and drive is to assist leaders and organizations in achieving greatness. With over 20 years in leveraging psychological and human behavior principles in personal growth, leadership development and organization change, he is currently the head of Leadership Coaching Services with the Veterans Health Administration National Center for Organization Development. He leads the collective efforts in delivering and coordinating impactful coaching to thousands of leaders across the enterprise. He has designed and directed accredited coach development programming, helping individuals learn to be coaches, applying coaching skills to day-to-day as well as supporting a wide range of coaching engagements. Listen in for a discussion of how coaching can be a powerful resource in any leadership journey! The series is also available on the Talent Management System.

## C20: Take Your 20 for Veteran Health

C20 is a 20-minute live, interactive webinar hosted by Dr. “Chai” Chad Kessler, VA’s National Director for Emergency Medicine. It brings together the VA community through discussions about clinical and health care issues facing Veterans and topics related to VA employee wellness, growth and retention. The webinar features subject matter experts, VA leaders and frontline staff who offer insights that help those who support our Veterans. As Chai Chad likes to say, “With love, light, and a mug of chai, we aim to give frontline health care employees a chance to take their 20 – to have a wellness and learning break, be together, go on a tour of VA, and recognize exceptional colleagues.” Join C20 every Tuesday and Thursday at 12:00 PM ET (recast Tuesdays and Thursdays at 4:30 PM ET). Past C20 episodes are available online.

## 2023 AA and NHPI Federal Employee Conference

On Tuesday, May 23, join the White House Initiative on Asian Americans, Native Hawaiians and Pacific Islanders for an all-day conference in the Nation's capital focused on supporting Asian American, Native Hawaiian and Pacific Islander (AA and NHPI) federal employees. Explore the most urgent challenges facing AA and NHPI public servants and identify ways to foster career advancement, develop leadership skills, and strengthen the pipeline for AA and NHPIs at all levels of the federal workforce. For more information or to RSVP, visit the 2023 AA and NHPI Federal Employee Conference website.

# Affinity Conference

## FAPAC NLTP

The Federal Asian Pacific American Council (FAPAC) 38th National Leadership Training Program (NLTP) will be held at the Westin Long Beach, California, May 8-11, 2023. Each year, the NLTP gathers nearly 300 government leaders from the Federal and District of Columbia governments representing various agencies and parts of the country. The NLTP is three days filled with dynamic keynote sessions, panel discussions, breakout sessions and interactive problem-solving workgroups on topics to build government leadership skills. The NLTP qualifies as a training activity in accordance with 5 U.S.C. Chapter 41 and 5 CFR 410.404. Costs associated with attending must be authorized by each employee’s organization. No centralized funding is available to pay for registration. Employees who plan to attend the should follow appropriate conference attendance approval procedures established for their respective organizations. For more information, contact Ms. Tynnetta Lee, VA’s Departmental Asian American, Native Hawaiian, and Pacific Islander Special Emphasis Program Manager, ORMDI.



The External Affinity Events Approved for Department of Veterans Affairs-Wide Participation for Fiscal Year 2023 includes the FAPAC NLTP.



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